



ALL INDIA TELECOM EXECUTIVE & ENGINEERS ASSOCIATION

Central Headquarter



ASHISH KARN

President

M- 9422013880

aipaiteea@gmail.com

MANOJ SINGH

General Secretary

M- 9412739350, 9540759059

gsaiteea@gmail.com, gs@aiteea.in

No. AITEEA/CHQ/HR/2017

Dated: 23.11.2017

To,
Shri D. Chakravorty,
PGM (Pers)
BSNL Corporate Office,
New Delhi.

Subject: Comments, Suggestions and Inputs of AITEEA on the CPSU draft, as approved by BSNL, Management Committee on 02.11.2017 - Regarding.

Reference: CPSU draft circulated by Personnel Section of BSNL Corporate Office.

Respected Sir,

As your good self is aware that CPSU Cadre Hierarchy draft has been approved by Management Committee (MC) of BSNL Board in its meeting on 02.11.2017 and it is now in public domain. Going through the draft, It is observed that though the CPSE hierarchy draft proposal as approved by MC of BSNL Board, does not seem to fulfill the minimum aspirations of "Direct Recruited Graduate Engineer Executives" and appears like a DoT era promotional scheme for Group C - JTO, yet a forward step for the Executives of BSNL and this association welcomes for at least its introduction in BSNL after prolonged wait of 17 years.

We would like to bring the following factual points for your kind attention.

1. It is obvious that the BSNL Management wants to keep a clear distinction between the Executive recruited as DR GE JTO at scale *E1A/E2 (E2 Scale already approved by the MC of BSNL) & the Executive recruited at the scale E3 as MT (Group A), even though there are no any such guidelines exists for CPSU, which allows to categories the Executives of a CPSU as Group A and Group B. E3 is just one rung ahead from E1A/E2*. The concept of Group A and Group B are limited and is a part of hierarchy in the Government departments only, where the lowest among Group A Gazette Entry level post (i.e. JTS) is treated as the highest level fresh officer and given a different career progression. But in any CPSE, all the employees have to be mapped only in two categories i.e. the Executives & the Non Executives. Given the fact that an Engineering Graduate/fresher can not see beyond the Executive cadre, a direct recruited Graduate Engineer Executive must be given such a career progression, where he can find a way to reach the apex post in a CPSU.
2. Before implementation of 2nd PRC, BSNL recruited engineering graduates at the scale E1A, whereas HAL and NHPC recruited MT in scale E1 only. Due to this higher pay scale offered by BSNL, some candidates preferred BSNL over NHPC/HAL, despite

Page 1 of 4

being selected in these PSUs. Those who were not selected in BSNL, joined HAL/NHPC and are being treated as MT (Management Trainee) in those PSUs. After the 2nd PRC, these two PSUs started recruiting at the scale E2. Each CPSE recruits Engineering Graduate in the name of GET/MT/ET at E1 or E2. Some Navratna CPSE after selecting at E2 scale award them E3 just after one year training period. But once they recruited executives at E2 scale, they don't recruit further Engineering Graduate at E1 or E3 scales. Those who recruit ET/MT/GET at E1 Scale, they don't go for further recruitment of Engineering Graduates at E0, E2, or E3. Therefore every Direct Recruited Engineering Graduate at E1, E2 or E3 is nothing but a MT in that CPSE. The very best example is ITIL where E1 grades pertain to AEE. In TCIL the post pertaining to E1 Scale is corresponding to a Group A officer of Government departments and reaches to post of Director. But here in BSNL a DR Graduate Engineer in E1/E1A grade is not being given a career progression like direct recruited Engineering graduate Executives of other CPSUs, where he could dream of reaching to top Management. As an Engineering Graduate, the aspirant applied/applying for Executive Job in BSNL is never shown more than eligibility qualification B. Tech , GATE Score Card, Grade of post i.e. E1 & therefore he should not be punished for not studying the history of E1 Executive in BSNL, as it was not an MT equivalent that were granted E1.

3. Despite a clear and substantive difference between the Executives and the Non Executives in terms of Recruitment standard, Scale of pay, Qualifications and other parameters, a Direct Graduate Engineer JTO (i.e. a direct recruited Executive) has not been given any weightage in promotions through this CPSU cadre hierarchy. A DR GE JTO Executive must be given due preference/weightage over an Executive, promoted from the non executive cadre.

Rather giving a preferential treatment to a directly recruited graduate engineer as an Executive on promotional avenues over others promoted from the non-executive lot, this CPSE Hierarchy draft gives an inferior treatment to former over latter. On one side, this CPSU draft is the best for a TTA/JE, where they get a fix promotion from NE-9 to E6, but at the same time it does not give due considerations to the qualifications, recruitment procedures and the aspirations of a DR GE JTO and therefore a big disappointment for them. This CPSE cadre hierarchy does not even give any weightage to the qualification of the officer, which prevails in every CPSE. TCIL is glaring example in this regard.

Management need to take the cognizance that the difference, which they want to keep between the executives recruited at E1A/E2 & those to be recruited at E3 must similarly be maintained between the Direct Recruited Executives' i.e. GE JTOs. & Executives promoted through Non Executive lots.

Following suggestions is submitted for change/incorporation in the proposed CPSE draft:

- a. The qualification must be given due preference & weightage for the post of AGM and any under-qualified officer should not reach to the AGM Post, following the same promotional channel, a qualified Executive is promoted to AGM.
- b. Through Para 1.3, the Management Trainee Recruitment rule, it has been said to be continued. It is submitted that having a vast pool of well qualified, young and experienced officers in BSNL, therefore there is no need to go for external recruitments

ignoring the talents within our organizations. Moreover existing BSNL officers are well versed in all the technologies, operational procedures and other customer focused activities of BSNL and can manage far better than any external candidates. **So, it is being submitted that MT recruitment rule needs to be modified and all the vacancies need to be turned up and filled by the internal candidates only, as a fast track promotion to the meritorious Executives or it must be totally scrapped as already there is Direct Executive entry at E1/E1A grade.**

c. Benchmarks have been kept very high. Moreover in Para 5.2 it is said that new benchmarks shall be applied to those Executive's whose financial up-gradation are due w.e.f .01.01.2018. APAR of an Executive whose financial up-gradation is due in year 2018 may contain APAR up to FY 2016-17 only or maximum FY 2017-18. So no further time given him to improve it. **Therefore the new benchmarks must be brought down and should be made effective after the year 2020 only.**

4. Through point 3, 4 & 5 in the P-II of schedule, some relaxations have been extended to the Executives, who are working in a higher scale E3 & E4 than the post JTO, but no relaxation given to the Executives working in a higher scale E2 since last 3-4 years. Those Executives, who have completed 5 years service in the scale E2 on 01.01.2017 and reached the E3 scale have been given 2 years relaxation in the SDE to Senior SDE promotion but those who have completed 4 years service in the scale E2 and will be reaching the scale E3 in the year 2018, have not been given any relaxation. BSNL management has compensated loss to one section of Executives only whereas the same is missing for the Executives who are going to get E3 in few months and are working as JTO.

In schedule of CPSE draft, there is a clause that those who are in scale E3 as on 01.01.2017 and holding the SDE post for more than 3 years will be placed in the Senior SDE grade and the same will be reviewed subsequently. This relaxation should be extended to all other Executives also, working in a higher scale E2 than the post JTO, as on 01.01.2017 in the following manner:

(i) Executives presently (i.e. on 01.01.2017) working in the scale E2, a higher scale than the existing grade of JTO must be given the Senior SDE post, as and when they complete the 3 years service in the E3 Scale.

(ii) The same may be followed in the further promotion from the Sr. SDE to the AGM post, i.e. They must be given the promotion from the Sr. SDE to the AGM post, as and when they complete 3 years service in the scale E4.

(iii) In other alternative way, the criteria of 5 years service for an executive in a lower grade to get the promotion in a higher grade/post must be brought down to at most 4 years for those executives who reaches the higher scale at a time on or before the completion of 4 year service in that post for all functional promotion from JTO to SDE and Senior SDE to AGM.

The incorporation of above three points are necessary to avoid the inferior treatment, as being given to a DR GE JTO than a JTO promoted from the Non-executive lot. As per this proposed CPSU Cadre hierarchy draft, a DR GE JTO getting the promotion from the post of JTO to AGM in 18 years (DR GE JTO joined in 2009 will get AGM post in 2027), however a JTO promoted from Non-Executive cadre is getting this promotion just in 15 years (joined

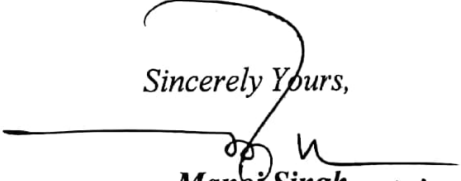
JTO post in 2014 will get AGM post in 2029). Instead of giving preferential treatment to the DR GE Executives, the proposal gives them a an inferior treatment over the executives promoted from the Non-Executive cadre. So by introducing above two points in the P-II of schedule, some relief may be given to the already deprived class of Directly recruited Executives.

Although it will not cover up the whole service loss faced by them, but at least one year service compensation made available to them will boost their morale. It may be acknowledged & pertinent to mention here that “Had the LDCE and DPC promotion process been initiated for these executives, as and when were due, they could have been promoted to the post of SDE years back.” So they deserve all the right to claim for such compensation.

5. CPSE draft must have a mention for the Standard pay Scale E2 and E3 exclusively for the JTOs recruited at E1A, as it has already been approved by the MC of BSNL Board for the replacement of intermediate pay scales E1A & E2A by Standard pay scales E2 & E3 respectively and under active consideration of DoT thereto.

Therefore in the light of these facts, feedback and genuine inputs submitted above, your kind self is requested to incorporate these valid points and changes in the proposed CPSU draft, bestowing justice to all Direct Recruited Engineering graduates of BSNL.

Sincerely Yours,


Manoj Singh 23/11/2017
General Secretary

- Copy to: 1. Honorable Director (HR), BSNL Board, BSNL, Corporate Office, New Delhi.
2. The GM (SR), BSNL, Corporate Office, New Delhi.